

**Benchmark Vc.1.3:** Develop individualized training curriculum and on-site support plan for each county team.

**Evidence of Completion:** Summary of plan for training and support based on county needs; All-county kick-off meeting agenda

Kick-off Meeting:

A statewide kick-off meeting for the County Data Leadership Initiative was held in October. Each of the nine counties in this initiative sent three to five representatives. All nine county directors or child welfare directors were present. The keynote speakers were from Jefferson County, Colorado. Throughout the day-long meeting speakers presented topics and held discussions with counties regarding how to use data in performance management, how to select the three to five areas for improvement, and how data can be a powerful communication tool. Please see below for agenda and speaker biographies.

Training Plan:

On-site training and technical assistance meetings with each county are planned for February and March. Each county will receive a full day of individualized training facilitated by DSP staff related to the topics outlined in their action plan. Potential training areas may include: examining re-entry population and determining a target population for improvement efforts; how to use excel reports from eWiSACWIS to understand performance in initial assessment completion; turning data into graphics for the purpose of performance management; or communicating performance to outside stakeholders.



## **County Data Leadership Kickoff Meeting**

### **Agenda**

Time: 8:00 am – 4:30 pm  
Date: October 20, 2011  
Location: Hyatt Place, 333 West Washington Avenue  
Madison, WI (608) 257.2700

#### **Objectives**

Energize counties to better understand and apply data  
Share overall preliminary goals from initial meetings  
Learn from other states' efforts to use data to improve performance  
Present ways to analyze and apply data to performance management efforts  
Further refine areas of focus and priority  
Connect agencies with similar priorities

**8:00 – 8:30 am**      ***Continental Breakfast***

**8:30 – 9:00 am**      ***Welcome***

Fredi-Ellen Bove, Administrator, Division of Safety and Permanence

**9:00 – 10:30 am**      ***Using Data as a Key to Success!***

Lynn Johnson and Mary Berg

- Introductions – successes and challenges
- National and State Data – test your knowledge
- Building a State/County Partnership
- Motivating staff with data/outcomes

**10:30 – 10:45 am**      ***Break***

**10:45 am – 12 pm**      ***Using Data as a Key to Success!***

Lynn Johnson and Mary Berg

- Scorecard presentation
- Closing and wrap up

**Noon – 1:00 pm**      ***Lunch***

Discussion of topics from morning at tables



**1:00 – 1:30 pm      *Win-Win: You Help Us and We'll Help You***

Michelle Rawlings, Manager, Research and Operations Section

- Themes from the initial meetings
- More in depth discussion of using data and what we can learn from counties
- Our research unit/report writing commitment to the project

**1:30 – 2:15 pm      *Using Data to Meet Your Goals***

Wendy Henderson, Performance Analyst, Research Section

- Discussion of measures, strategy around prioritization
- Choices among existing data points
- Weaving data into daily management and supervision

**2:15 – 2:30 pm      *Break***

**2:30 – 3:30 pm      *Small Group Work***

Facilitated Group work: preliminary discussion of measures by county groups

**3:30 – 4:15 pm      *Report Out***

Wendy Henderson, Performance Analyst, Research Section

**4:15 – 4:30 pm      *Wrap Up and Next Steps***

Michelle Rawlings, Manager, Research and Operations Section

**Guest Speakers**



**Lynn Johnson** currently serves as the Executive Director of Jefferson County (Colorado) Human Services. This agency includes Divisions of Head Start, Workforce, Career and Family Services (TANF), Children, Youth and Families (Child Welfare), Justice Services, and Community Assistance which includes Medicaid, Food stamps and Adult and Aging services. She has participated on numerous committees ranging from Child Welfare, Welfare Reform to the Judicial Commission for Families in the Courts.

Prior to this position, Mrs. Johnson ran her own firm consulting on issues pertaining to mental health, high risk youth, developmental disabilities, child welfare and early childhood education. She was the Chief of Staff to Lieutenant Governor Jane E. Norton in 2002 and from 1999 to 2002 was a policy advisor to Governor Bill Owens handling primarily Human Services issues.

Before joining the Owens administration Mrs. Johnson had “hands on” experience working with families and children. She served as a senior specialist with the United States Courts as a probation and parole officer. She was responsible for direct supervision of offenders with mental health problems and offenders convicted of sex offenses. Recognized as an authority on treatment for offenders and their families, Mrs. Johnson consulted with federal judges and case managers across the nation.

Mrs. Johnson has a bachelor’s degree in Rehabilitation from the University of Northern Colorado and a master’s degree in social Work from Arizona State University. She is a graduate of the Federal Judicial Center National Leadership Development Program.

**Mary Berg** has over 20 years of child welfare experience at the direct practice, supervisory and administrative levels. She has worked in both non-profit and local government agencies serving children and families. Currently, she is the Deputy Director for the Jefferson County Department of Human Services in Colorado. Ms. Berg received her Master’s Degree in Social Work from the University of Wisconsin-Milwaukee. She has co-authored publications on Teamwork and has given several presentations on workforce development and child welfare services at State and National conferences. She is a member of the National Child Welfare Workforce Institute Advisory Board.

